

WORKPLACE DIVERSITY

Businesses with nondiscrimination policies inclusive of sexual orientation *and* gender identity with Springfield employees:

- 3M Co.
- AAA Insurance Exchange
- Abercrombie & Fitch Co.
- Adobe Systems Inc.
- AFLAC Inc.
- AIG
- Allstate Corp.
- American Eagle Outfitters Inc.
- American Family Insurance Group
- Ameriprise Financial Inc.
- AMR Corp. (American Airlines)
- Anheuser-Busch Companies Inc.
- Apple Inc.
- Aramark Corp.
- Assurant
- AT&T Inc.
- Avis Budget Group Inc.
- Avon Products Inc.
- Bank of America Corp.
- Barnes & Noble Inc.
- Bausch & Lomb Inc.
- Bed Bath & Beyond Inc.
- Best Buy Co. Inc.
- BP America Inc.

3M

"3M's inclusive culture results in high performance teams and an engaged work force as employees are valued for their individuality and the wide-ranging knowledge and skills they possess. An inclusive culture also improves retention and reduces recruitment costs. In addition, all employees are expected to exhibit inclusive behavior as part of living 3M's values and demonstrating their leadership."

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Businesses with nondiscrimination policies inclusive of sexual orientation *and* gender identity with Springfield employees:

- Bridgestone Americas Holding Inc.
- Brinker International Inc. (Chili's)
- Bristol-Myers Squibb Co.
- Campbell Soup Co.
- Capital One Financial Corp.
- Cargill Inc.
- Caterpillar Inc.
- CBS Corp.
- CC Media Holdings (Clear Channel)
- Charles Schwab Corp.
- Choice Hotels International Inc. (Comfort Inn & Suites, Econo Lodge, Quality Inn, Sleep Inn)
- Chrysler LLC
- Citigroup Inc.
- Coca-Cola Co.
- CVS Caremark Corp.
- Darden Restaurants Inc. (Olive Garden, Longhorn Steakhouse, Red Lobster)
- Dillard's Inc.
- Dollar Tree Stores Inc.
- Everest College
- Family Dollar Stores
- FedEx Corp.
- Ford Motor Co.

Caterpillar

"We understand and accept the uniqueness of individuals and are non-judgmental regarding differences. We value the diversity of unique talents, skills, abilities, cultures and experiences that enable Caterpillar people to achieve superior business and personal results. We know that when we seek out and are receptive to various points of view this brings many benefits to Caterpillar – innovative solutions and approaches to decision-making that can strengthen the company and make us more successful."

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Businesses with nondiscrimination policies inclusive of sexual orientation *and* gender identity with Springfield employees:

- Gap Inc. (Banana Republic, Old Navy)
- General Motors Co.
- Hallmark Cards Inc.
- Hilton Hotels Corp. (Hampton Inn)
- Home Depot Inc.
- Humana, Inc.
- Hy-Vee
- InterContinental Hotels Group Americas (Holiday Inn, Candlewood Suites)
- Jarden Corp.
- J.C. Penney Co. Inc.
- Johnson Controls Inc.
- JPMorgan Chase & Co.
- Kellogg Co.
- Kelly Services Inc.
- Kraft Foods Inc.
- Kroger Co. (Dillon's)
- Labor Finders

Kellogg Co.

"At Kellogg, we know that our customers and consumers expect us to embrace diversity and inclusion... We also know that diversity and inclusion aren't just abstract, 'feel-good' concepts; they are a business imperative. Diversity is key to succeeding in an increasingly competitive global marketplace. A diverse workforce is more adaptable to change, more innovative and more open to new ideas. It's also aligned with what our increasingly diverse consumers want and need. At the same time, an actively inclusive and respectful work environment, where each employee feels like a valued part of the team, promotes employee engagement, retention and productivity—all of which ultimately contribute to the bottom line." - John Bryant, President and Chief Executive Officer, Kellogg Company, June 2011

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- Limited Brands Inc. (Express, Victoria's Secret, Bath & Body Works, White Barn Candle Company)
- Macy's Inc.
- Marriott International Inc. (Residence Inn)
- Men's Wearhouse Inc.
- MetLife Inc.
- McKesson Corp.
- MillerCoors LLC
- Motorola Solutions Inc.
- National Alliance on Mental Illness (NAMI)
- Nationwide
- NetApp Inc.
- New York Life Insurance Company (Missouri Life Insurance)
- Office Depot Inc.
- PepsiCo Inc.
- Pep Boys*
- PetSmart
- Polsinelli Shugart PC
- Principal Financial Group
- Progressive Corp.
- Sara Lee Corp.

*Pep Boys only includes gender identity

MillerCoors

"MillerCoors supports collaboration and partnership with the lesbian, gay, bisexual and transgender (LGBT) community, and we've developed national and regional initiatives to support LGBT employees and causes. Annually, we support a wide range of health and AIDS causes, community groups and pride events nationwide. Inside our organization, we provide sensitivity training and offer educational, social and support opportunities. We also received the Matthew Shepard Foundation's Essential Piece Award in 2009."

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Businesses with nondiscrimination policies inclusive of sexual orientation *and* gender identity with Springfield employees:

- Sears Holdings Inc. (Sears, Kmart)
- Shell Oil Co.
- Sodexo Inc.
- Sony Electronics Inc.
- Sprint Nextel Corp.
- Staples Inc.
- Starbucks Corp.
- State Farm Group
- Subaru of America Inc.
- Subway
- Target Corp.
- Tech Data Corp.
- TJX Companies Inc. (TJ Maxx, Marshalls)
- Toyota Financial Services Corp.
- Toyota Motor Sales USA Inc.
- Toys 'R' Us Inc.
- United Continental Holdings Inc. (United Airlines)
- UnitedHealth Group Inc.
- United Parcel Service Inc. (UPS)
- U.S. Bancorp
- Volkswagen Group of America Inc.

Toys 'R' Us

"Excellence through diversity is more than just a philosophy at Toys 'R' Us, Inc. - it is a core component of how we play to win, achieve business results and distinguish ourselves as an employer of choice. Our commitment to diversity includes embracing both similarities and differences in our customers, employees and suppliers. As a company that operates in many different markets worldwide, our employee base includes people of diverse backgrounds, cultures, religions, ages and lifestyles - and we value those differences... Our performance-based culture encourages open communication and learning from each other, and by sharing our varied experiences, we can collaborate more effectively, which strengthens our ability to succeed."

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Businesses with nondiscrimination policies inclusive of sexual orientation *and* gender identity with Springfield employees:

- Walgreen Co.
- Wal-Mart Stores Inc. (Sam's Club)
- Waste Management Inc.
- Weight Watchers
- WellPoint Inc.
- Western Union Co.
- Whirlpool Corp.
- World Fuel Services
- Wyndham Worldwide Corp.
(Baymont Inn & Suites, Days Inn,
Ramada Hotel, Super 8 Motel)
- Xerox Corp.

While not in located in Missouri, these companies also have nondiscrimination policies inclusive of sexual orientation and gender identity, and the City of Springfield may be familiar with them.

- KPMG LLP – Has provided auditing services to City Utilities for many years
- PricewaterhouseCoopers LLP – Has provided professional auditing services to City Utilities
- State Street Corp. – Hired by Police Officers' and Firefighters' Retirement System to run passively managed TIPS

Note: This list is only a portion of the Springfield businesses with inclusive nondiscrimination policies. PROMO staff and interns compiled the information on this list using company-published nondiscrimination policies and the HRC 2012 Corporate Equality Index.

Waste Management, Inc.

"Diversity is about more than gender, race, or ethnicity. It's about who we are as individuals and the unique differences we bring to Waste Management every day."

-David Steiner, CEO and President